

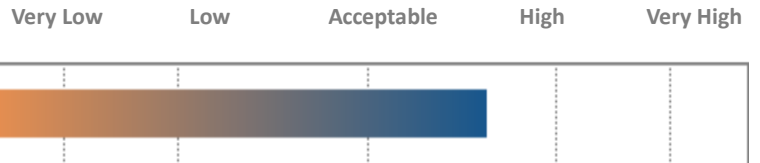
## Real Talent Score: **FAIR**

**IMPORTANT:** A Real Talent Score cannot be accurately measured if any of these six profile criteria below have not been (fully) assessed.

### 0. CREDIBILITY SCORE

*Integrity & clarity of intentions*

Can you rely on applicant's claims as well as their REAL motivations and intentions?



### 1. HARD SKILLS SCORE

*Required Qualifications & Experience*

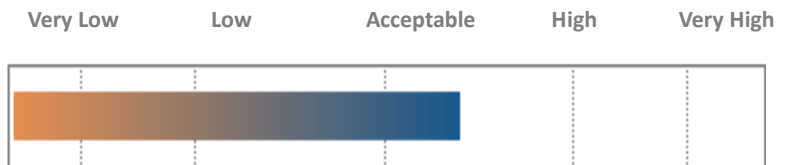
Does applicant REALLY possess the right set of hard skills?



### 2. SOFT SKILLS SCORE

*Job-Related Personality Skills*

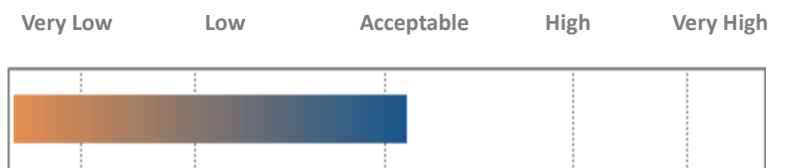
Does applicant demonstrate the required soft skills in order to perform on the job?



### 3. INTERVIEW(S) SCORE

*Job-Fit Matching Evaluation*

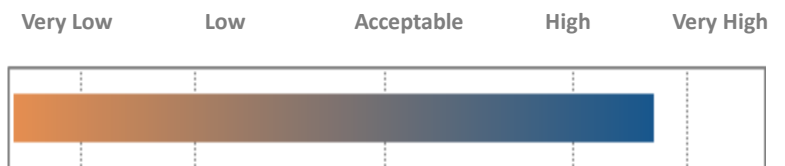
Did applicant demonstrate the needed hard AND soft skills during the interview process?



### 4. REFERENCE CHECK SCORE

*Prior Employer References Verified*

Does prior employers' feedback corroborate applicant's performance claims?



### 5. BACKGROUND CHECK SCORE

*Applicant's background verified.*

Does applicant's background corroborate with his or her statements?



# REAL Talent Score®

- 0. CREDIBILITY SCORE: 66 %**  
*Integrity & clarity of intentions*

**A high score** indicates a strong certainty and confidence about the applicant's integrity, reliability, and true intentions.

**A low score** suggests that you investigate further about the applicant's background and performance record, to improve your overall score.
- 1. HARD SKILLS SCORE: 26 %**  
*Required Qualifications & Experience*

**A high score** indicates strong confidence about the applicant's technical competences that would allow them to be quickly operational on the job.

**A low score** suggests that you invite the applicant to demonstrate specific Hard skills/technical talent which is needed to be successful on the job.
- 2. SOFT SKILLS SCORE: 60 %**  
*Job-Related Personality Skills*

**A high score** indicates strong certainty and confidence about the applicant's job-related soft skills and state of mind.

**A low score** suggests that you investigate further about the applicant's soft skills – or lack of, related to the specific open position
- 3. INTERVIEW(S) SCORE 53 %**  
*Job-Fit Matching Evaluation*

**A high score** indicates strong certainty and confidence about the applicant's *profile* match against the specific open position – based on the interview(s).

**A low score** suggests that you invite the applicant again for a working interview, in order to conduct a deeper evaluation of their job fitness.
- 4. REFERENCE CHECK SCORE 86 %**  
*Prior Employer References Verified*

**A high score** indicates strong certainty and confidence about the applicant's qualifications, based on verifications with prior employers.

**A low score** suggests that you do your best to find out more about the applicant's background and performance record, from previous employers.
- 5. BACKGROUND CHECK SCORE 33 %**  
*Applicant's background verified.*

**A high score** indicates strong certainty and confidence about the applicant's Stated performance record, based on the background check results.

**A low score** suggests that you find out more about the applicant's background and performance record, through proper background checks.

## Want to discuss these results?

Do not hesitate to contact us. Simply click on the "Support" button on the top right of your account and send us your question. Or contact us directly at [service@hirebox.com](mailto:service@hirebox.com) or call us at

**877-831 2299**

	Yes	Maybe	No
<b>0. CREDIBILITY</b>			
Resume or application form match with interview(s) – no contradiction detected			X
No major date gap was detected in resume and/or job application form	X		
Preselection step(s) did not detect or raise alarm about integrity issues		X	
Applicant was open to providing references during interview(s)	X		
Soft skills assessment(s) did not detect or raise alarm about integrity issues	X		
During interview, applicant was consistent & specific about past achievements	X		
Applicant reacted well to recruiter’s challenges about background/achievements			X
Reference checks confirmed applicant’s stated achievements/performance	X		
Background check confirmed applicant’s statement in resume/application	X		
Overall, every involved recruiter/manager felt like applicant could be trusted		X	
<b>1. HARD SKILLS</b>			
Applicant’s resume clearly mentions the required technical skills for the job		X	
Applicant clearly has strong background & experience in similar field	X		
Applicant has answered satisfactorily most of the technical questions			X
Applicant has undergone technical test(s) with satisfaction			X
Applicant handled technical challenges very well during interview(s)			X
<b>2. SOFT SKILLS</b>			
Applicant’s pre-selection testing & interview confirmed good soft skills fit			X
Applicant’s detailed soft skills assessment(s) confirmed good fit	X		
Applicant demonstrated proper job-related soft skills during interview(s)	X		
All recruiters who interviewed applicant agree about their soft skills fit for the job			X
Reference checks confirmed applicant’s soft skills as needed on the specific job	X		
<b>3. INTERVIEW(S)</b>			
Applicant made a great general Impression during interview(s)			X
Applicant’s strengths & weaknesses were clearly detected during interview(s)		X	
Candidate made a great impression on all recruiters		X	
All recruiters detected the same qualities throughout the interview(s)	X		
Applicant’s profile observed during interviews was verified by reference checks	X		
<b>4. REFERENCE CHECK(S)</b>			
Applicant had provided references on resume and/or application form	X		
Applicant was open to provide specific references during interview(s)	X		
Recruiter was able to contact previous employer(s) referred by applicant		X	
Feedback from previous employer(s) confirmed most of applicant’s statements	X		
Recruiter was feeling confident about previous employers’ feedback	X		
<b>5. BACKGROUND CHECK(S)</b>			
Applicant provided written agreement/waiver about being background checked	X		
Applicant did not show concern or reservation on being background checked			X
Background check procedure on applicant was easy and relatively fast		X	
No serious concern or alert were provided by background check(s)			X
Background check results were consistent with applicant’s statements		X	